

APPENDIX

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate: **Chief Executive's**

Lead officer responsible for EIA: **Chief Communities Officer/HR Manager**

Name of the policy or function to be assessed: **Domestic Abuse Policy**

Names of the officers undertaking the assessment: **HR Manager**

Is this a new or an existing policy or function? **Existing policy**

1. What are the aims and objectives of the policy or function?

To outline the Council's approach and practices supporting employees experiencing Domestic Abuse

2. What outcomes do you want to achieve from the policy or function? To clearly outline the Council's commitment and support to employees experiencing Domestic Abuse

3. Who is intended to benefit from the policy or function?

All employees

4. Who are the main stakeholders in relation to the policy or function?

Employees

Managers

Police

Public

Third-party support agencies

5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?

Equality Act 2010 and Domestic Abuse legislation/good practice and guidance

6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?

Qualitative data such as legislation and good practice

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

To be discussed at LJCC

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways?

In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

Does the policy or function target or exclude a specific equality group or community?

The strategy covers all employees.

Does it affect some equality groups or communities differently? If yes, can this be justified?

Yes

Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?

Yes – it is designed to support all employees

Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?

There are no barriers envisaged or intended from the introduction of this policy. It is intended to cover all employees and should be accessible to all.

Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?

Yes – by ensuring that recruitment practice is fair and equal opportunities are offered to all applicants and employees.

What further evidence is needed to understand the impact on equality?

None.

9. On the basis of the analysis above, what actions, if any, will you need to take in respect of each of the equality strands?

Age: anyone can be a victim of DA

Disability: Disabled people may have increased vulnerabilities.

Gender: Applicable to all sexes.

Gender Reassignment: LGBTQ individuals may be victims of DA

Marriage and Civil Partnership: Anyone can be a victim of DA

Pregnancy and Maternity: Women who are pregnant have increased risk of DA

Race: This policy does not discriminate against any race

Religion and Belief: This policy does not discriminate against any religion, belief or lack of belief.

Sexual Orientation: LGBTQ individuals may be victims of DA

10. Head of Service:

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment:

Signature of Head of Service:

